DOCUMENT RESUME

ED 319 334 HE 023 527

AUTHOR	Willis, Sherry L., Ed.; Dubin, Samuel S., Ed.
TITLE	Maintaining Professional Competence. Approaches to Career Enhancement, Vitality, and Success throughout a Work Life.
REPORT NO	ISBN-1-55542-227-6
PUB DATE	90
NOTE	328p.
AVAILABLE FROM	Jossey-Bass Inc., Publishers, 350 Sansome Street, San Francisco, CA 94104-1310 ($29.95).
PUB TYPE	Books (010) -- Guides - General (050)
EDRS PRICE	Document Not Available from EDRS.
DESCRIPTORS	Adult Development; *Competence; *Competency Based Education; Evaluation Criteria; Higher Education; *Job Performance; *Management Development; Models; Motivation; *Professional Development; *Professional Education

ABSTRACT

In response to the issues of global competition, the aging workforce, and the rapid rate of technological innovation and how today's professionals must meet these challenges, an examination is made of the key developmental approaches to maintaining and enhancing the knowledge and skills of midcareer and senior-level professionals. Twenty-one experts from such areas as education, medicine, industrial and labor relations, management, and organizational psychology discuss the significant factors that contribute to waning professional competence and performance. They reveal how elements in professionals' immediate work environment can facilitate or limit skills and knowledge updating, and they describe the kind of work climate that generally promotes quality performance and productivity in professional employees. Methods for defining standards of competence within a profession are given as well as demonstrating how to assess professionals' command of field-related knowledge and practices and how to evaluate their proficiency in interpersonal and problem-solving skills. The book presents contemporary approaches and strategies for enhancing and maintaining the vitality and performance of professionals throughout their careers, revealing how to create work environments that foster continuous learning and renewal, provide necessary skills training, and promote self-directed learning opportunities. References accompany each chapter. (GLR)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

THIS
DOCUMENT
NOT
AVAILABLE
FROM
EDRS